

**STATE AUTOMATIC FIRE SPRINKLER FITTER  
APPRENTICESHIP ADVISORY COMMITTEE**

May 12, 2016  
UA Local 183 Training Center  
Pewaukee, WI

**Approved Minutes**

| <b>Members Present</b>   | <b>Organization</b>          |
|--------------------------|------------------------------|
| Biel, Michael            | Sprinkler Fitters Local 183  |
| Carlson, Sherry          | Design Build Fire Protection |
| Driebel, Dan             | Sprinkler Fitters Local 669  |
| Gall, Corey (Co-Chair)   | Sprinkler Fitters Local 183  |
| Klug, Kevin              | Dave Jones Inc.              |
| Radke, Eric              | Gruneau Fire Protection      |
| Sferra, Steve (Co-Chair) | United Fire Protection       |

| <b>Members Absent</b> | <b>Organization</b>         |
|-----------------------|-----------------------------|
| Kraft, Ron            | Sprinkler Fitters Local 183 |

| <b>Consultants &amp; Guests</b> | <b>Organization</b>                |
|---------------------------------|------------------------------------|
| Burkette, Blair                 | Blair Fire Protection              |
| Emrick, Leigh                   | Associated Builders & Contractors  |
| Johnson, Joshua                 | Bureau of Apprenticeship Standards |
| Smith, Owen                     | Bureau of Apprenticeship Standards |

1. The meeting was called to order at 10:05 a.m. by Corey Gall, Committee Co-chair, in conformity with Wisconsin Open Meeting Law.
2. A sign-in sheet was circulated to record those in attendance.
3. The committee reviewed its current roster. No revisions were necessary.
4. **Old Business**

**a. Review the follow-up items from the previous meeting.**

**i. For action: approve the minutes**

The committee approved the minutes of the previous meeting as written.

**ii. For action: statewide minimum scores and maximum timeframes for ACT, current assessments**

Owen reviewed that the Bureau recommends all local committees, joint and non-joint, take three specific actions: continue using their current assessments; accept ACT scores from applicants that have them; and assess all applicants in the same subjects, using the same cut scores, and crosswalk the subjects and cut scores between assessments. For example, if a local committee assesses applicants in Reading using the Accuplacer, an applicant submitting ACT scores would have to submit an ACT score in Reading.

A discussion followed. Comments and questions included the following:

- If an applicant lives in another state or has not taken the ACT, would he or she have to take the ACT? Owen answered, no. Applicants without ACT scores or low ACT scores would be required to take the local committee's current assessment.
- Several members supported accepting the ACT as long as it is fairly cross-walked to the local committees' current assessment, which is the Accuplacer. One member added that several apprentices have taken the Accuplacer and ACT and find them similar. Owen noted that the state committee would use the crosswalk provided to decide the appropriate cut scores.
- The local committees shared their required Accuplacer subjects and cut scores. The JACs test applicants in arithmetic, reading, and sentence structure. ABC test applicants in arithmetic and reading.

A related but separate discussion on mechanical-spatial testing followed. The JAC noted that it also requires applicants to take a mechanical-spatial assessment and scores only the mechanical component. Owen noted that the two most widely used mechanical-spatial assessments have been found to be discriminatory against minorities. He noted that the Bureau has requested that the JACs stop using the assessment several times and will issue a cease-and-desist letter if it's the assessment continues to be used. The JACs voiced their support for continuing to use the assessment because mechanical and spatial aptitude is a critical component of the trade.

A consultant asked if the Bureau would invite a consultant from the testing center to the fall meeting to discuss the various types of testing so the state committee could make a more informed decision on cut scores for the Accuplacer and ACT.

Owen summarized that the next step would be to form a focus group to identify whether to require specific subjects and cut scores for the Accuplacer and then map those subjects and scores over to the ACT. A JAC member noted that the local committees may not be interested in lowering their current standards to match other committees'.

***Action:*** *the committee approved a motion to convene a focus group to discuss whether to require subjects and cut-scores for the Accuplacer and ACT.*

**b. Apprenticeship Completion Award Program**

Owen explained the purpose of the program, and noted the current totals for approved reimbursements and denied requests for reimbursement. The total dollar amount of denied requests is substantially larger than the requests approved for two reasons: apprentices fail to provide a proper receipt; and apprentices request more than the maximum reimbursement. He noted that the program will conclude on June 30, 2017.

Owen asked the committee how the program has been working for the local committees. A JAC representative stated that his local committee encourages apprentices to request reimbursement. An ABC representative stated that the process is working well.

**c. WI Apprenticeship Summit**

Owen reported that two action items from the Summit have been completed. First, the Bureau formed a consortium of employers who use apprenticeship to encourage employer-to-employer outreach. Second, the consortium administered a statewide survey of the use and perception of registered apprenticeship among current sponsors, former sponsors and non-sponsors.

The survey results are as follows: the large majority of current sponsors highly value registered apprenticeship for its quality training; the large majority of former sponsors no longer use the program due to downturns in the economy; and the non-sponsors that participated in the survey did not report a clear alternative or substitute for registered apprenticeship, and are doubtful that their current training will sufficiently meet future work demands.

**d. American Apprenticeship Grants (WAGE\$)**

Owen explained that WAGE\$ is a \$5 million grant over a five-year period, during which the Bureau committed to registering 1,000 new apprentices. The two primary objectives are to expand registered apprenticeship into health care and information technology sectors and to increase the pool of qualified applicants to construction trades by supporting youth apprenticeship programs and pre-apprenticeship readiness programs.

A general discussion followed on the local committees' difficulties recruiting qualified applicants between the ages of 18-23. The JAC reported that its average applicant is 24 years old, and those applicants have a higher completion rate than 18-19 year old apprentices.

The JAC noted that it is aware of the youth apprenticeship program in construction and have had several internal discussions about participating in it. ABC noted that several of its contractors are actively involved in the youth apprenticeship program.

**e. Other**

No additional topics were brought forward.

**5. New Business**

**a. Revisions to [www.wisconsinapprenticeship.org](http://www.wisconsinapprenticeship.org)**

Owen explained that the Bureau made several revisions to its homepage. The changes help all users navigate the site more easily, but the content did not change.

**b. Proposed revision to CFR 29.30 (AA/EEO requirements)**

Owen explained that the U.S. Department of Labor released proposed revisions to CFR 29.30, which governs affirmative action and equal employment opportunity requirements for registered apprenticeship. Much of the language came from federal contracting language. Karen has explained that the proposed requirements and definitions would make current requirements that are specific very broad and vice versa. Owen described the proposed revisions as a "big cloud of work moving across the year slowly".

Leigh offered several points of comparison to the revisions made to CFR 29.29 and the implementation process.

**c. BAS personnel update**

Owen informed the committee that Kathy Wellington, Chief of Field Operations, will be leaving at the end of the month.

**d. Other**

No additional topics were brought forth.

**6. WTCS Update**

Owen stated that WTCS could not make it today and encouraged the participants to take a look at the completer report. A written update on all WTCS activities is available on the state committee website.

**7. Review the program participants.**

Program participants included 57 apprentices and 17 employers with a contract active or unassigned on May 5, 2016. Dan Driebel reported that Local 669, which registers its apprentices federally, has 82 active apprentices and 13 active contractors.

8. The next meeting is tentatively scheduled for Monday, October 12, 10:00 a.m. at Local 183 in Menomonee Falls.

9. The committee adjourned at 11:52 a.m.

**Follow-up Items**

*BAS will convene focus group to discuss whether to require subjects and cut scores for the Accuplacer and ACT.*

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*Submitted by Joshua Johnson and Owen Smith,  
Bureau of Apprenticeship Standards*